

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
18-CA-288900Date Filed
1/12/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United Parcel Service, Inc.		b. Tel. No. 515-490-4414
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1605 Hawkeye Drive Hiawatha, IA 52233	e. Employer Representative Rebecca Krueger	g. e-mail rkrueger@ups.com
		h. Number of workers employed 163
i. Type of Establishment (factory, mine, wholesaler, etc.) Delivery Service	j. Identify principal product or service Package and letter delivery	

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around August 2, 2021, the employer through (b) (6), (b) (7)(C) coerced and restrained employee (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) rights in violation of the Act by seeking to convince (b) (6), (b) (7)(C) to withdraw a grievance filed on (b) (6), (b) (7)(C) behalf.

On or around December 13, 2021, the employer through (b) (6), (b) (7)(C) coerced and restrained employee (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) rights in violation of the Act by seeking to convince (b) (6), (b) (7)(C) to withdraw a grievance filed on (b) (6), (b) (7)(C) behalf.

On or around December 30, 2021, the employer through (b) (6), (b) (7)(C) engaged in surveillance of employees by photographing union steward (b) (6), (b) (7)(C) speaking with union members regarding contract issues during employees' break time.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Teamsters Local 238

4a. Address (Street and number, city, state, and ZIP code) 5000 J Street SW Cedar Rapids, IA 52404	4b. Tel. No. 319-365-1461
	4c. Cell No. 712-363-3373
	4d. Fax No.
	4e. e-mail zpeterson@iowalabor.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

s/Jill M. Hartley

Jill M. Hartley, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

The Previant Law Firm, S.C.

Address 310 W. Wisconsin Ave., #100MW, Milwaukee, WI 53203 Date Jan 12, 2022

Tel. No.
414-223-0428Office, if any, Cell No.
414-218-8868Fax No.
414-271-6308e-mail
jh@previant.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.